

LEA Rep Council

March 1, 2010
Straw Hat Pizza
3:45 p.m.

Members present: (**bold** are present and normal are absent, **LaBelle Foster, Poppy Holmes, Sharon Johnson, Frank Beede**, *reps*: Rick Dunn, **Norma Equinoa**, Katie Libby, **Lizet Nuno**, Scott Pennington, Le Ann Risch, Jennifer Wilson, **Kevin Allen, Jessica Banchieri, Chad Dalmas**, Mark Gates, **Spencer Holmes, Barbara Worden**, Beth Decker, **Jim Key, Heidi Osborn, Nancy Salsig**, Trina Samnath, **Julie Swenson, Gretchen Tovar, Mark Johnson, Debbie Clawson, Megan LeValle, Aprill Nogarr** *Non-rep members*: **Tim McHugh**

2 min Welcome at 3:49 pm

Approve Agenda: additions: Minutes from February meeting (correction that Nancy Salsig was not present) approved and agenda approved.

5 min Treasurer's Report: Current balance \$24,801.81 in checking and in CD \$7,739.88. Money went to meetings and sunshine. We are working on the budget (exec. board). Sharon Johnson

30 min President's Report: LaBelle Foster

- **Welcome Vice President Frank Beede**: Yeah!
- **Budget update**: We are facing: 10 non-re-elects and approximately 3 or 4 people who are either leaving or retiring and 33.5 that are going to be 'reduced in force'. There are differences between the two. Non-re-elects will not be asked to return and the RIF people will be asked back if there is a position again. RIFs also will need to take some steps to assure this. The RIFs can be possibly asked back before school even starts again. The seniority list is used for this. Each Rep and member of Exec board were given a copy of the CTA packet that needs to be given to the people that are RIF'd. We want to make sure that all members who are invited into one of these meetings with Eric Volta have a representative. The packet was described and it is advised that members use the CTA version of the form rather than the district one because it is more comprehensive and is less likely to result in loss of rights. There is a timeline that needs to be followed. It must be delivered to the district office within days and must be time stamped.
- **Seniority list**: new version with updates including CLAD updates and deceased members were removed (but their numbers are still there). This is shifting because of what was discussed above.
- **Grievance procedures**: We don't have a lot of grievances that go this far, but in the event that we have one that goes beyond level 3, let a member of the grievance committee know (through rep). There is a process and a timeline so anyone who has a grievance should make sure that the grievance chair (LaBelle Foster) or committee members (Dana

LEA Rep Council

March 1, 2010

Straw Hat Pizza

3:45 p.m.

Johnston and Norma Equinoa) are aware of the grievance and can advise you as we go through the process.

- **Race to the top:** We will know in April sometime.
- **Bargaining Appointments:** We lost a member from bargaining team (Dave Behling). The District has sunshined a few items for the contract to be negotiated (brought up the items that they want to bring forward). LaBelle appointed Megan LeValle and Aprill Nogarr (she also decided to add a sixth member for the first time). Now our bargaining team has the following members: LaBelle Foster (LEA President), Tim McHugh (bargaining chair), Norma Equinoa, Julie Swenson, Megan LeValle, and Aprill Nogarr. It was brought up that we have too many members from one site on Bargaining, on exec. board, and on other committees as well (grievance committee). We need to work hard to make sure that there are members from Heritage and maybe more from Liberty and other sites as well are getting trained for bargaining team. There is a bargaining training session by CTA soon (April, date to be determined) and new members are welcome and encouraged to take part in this so we can make sure that the bargaining team in the future is more representative of the district.
- **March 4 "Start the Day for Students":** CTA has planned this statewide event. The school board has passed a resolution to support this and we are going to have some snacks and coffee in the morning outside of each school. We will have some flyers for information and will attempt to make signs. Lizet Nuno will be the contact at Freedom and Kevin Allen at Heritage at the juicer. For Liberty, Beth Decker will be the contact and we will meet out in front of the school. Mark Johnson at front of Independence and Debbie Clawson for LaPaloma at the office. We will have flyers made to hand out and if possible we will get signs made. Administrators will most likely join us as well.

Bargaining team report: Tim Mc Hugh. Bargaining will begin on the same day, March 4. Jerry Glenn keeps reminding the team about the cuts. Bargaining team will not necessarily say yes to anything but if we do, we will be changing contract language. We have never seen this type of bargaining climate so far in all the years so we really need input for the cuts. We were confidentially queried today as to our feelings about the concession the district is asking for (which we all know of already). The rep council was polled about bargaining priorities and members will be polled in person at the Wednesday meetings and other later opportunity.

LEA Rep Council

March 1, 2010
Straw Hat Pizza
3:45 p.m.

20 min **Site Reports**

Freedom: Follow up for teacher liability in case of fight. Did LaBelle ask Jerry Glenn about it? Lizet will take this to safety committee.

Website is www.libertyeducation.org and it is being updated now. It is under the management of Aprill Nogarr. Aprillnogarr@gmail.com is her email for website questions and updates. This will be connected with the website soon.

Heritage: Herigate admin. wants the teachers to use the websites that the district has created. Teachers want to know what the guidelines are and what the criteria are for the materials posted online. For example, if a teacher posts a link or a picture that someone disagrees with, what would happen? Also, how can teachers access the site lists of students who have not given permission for images to be used in publication, so that teachers can confidently post images of classroom activities? Andy Parson's didn't know how to get this information.

Independence: Contract teachers are concerned about the cuts and staffing ratios. There is a lack of contract language about staffing at Independence.

LaPaloma: There was a question about the district response if a teacher fails to sign the contract that is sent out at the end of the year each year. The answer was that they usually assume that a teacher is accepting the position but they may be asked about it. Another question about what is the last date we have to notify the district if we are not returning the following year? We will need to check into this.

Another item is that one of the items in the proposed budget fix items is that they want to change LaPaloma work load, and the teachers there want us all to know that they do actually already work a full day because they are all counselors as well and they do also see over 100 students a day each day as well. Debbie would like to meet with bargaining team about this item. District is making it sound like they are going to be more "like the other sites" but they really are not like the rest at all. The proposed changes do not seem to include removing the counseling duties in exchange for longer teaching hours.

Liberty: Nothing at this time.

LEA Rep Council

March 1, 2010
Straw Hat Pizza
3:45 p.m.

Old Business:

- Liberty: Maple Street Construction: Loud today! Hasn't improved.
- Board Member having a relative working in the district. Is that okay? Yes.

New Business:

- Business cards were discussed.

Adjournment: 5:30 pm

Agenda for Wednesday Lunch Meetings:

1. RIF and Non-re-elect Q&A.
2. Bargaining feedback.
3. March 4!